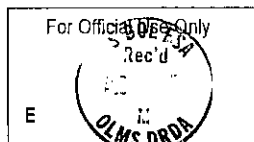


# FORM LM-30

## LABOR ORGANIZATION OFFICER AND EMPLOYEE REPORT

Form approved  
Office of Management  
and Budget  
No. 1215-0188  
Expires 11-30-2006

This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C 439 or 440.



READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

1. File Number U - <b>11034</b>	2. Fiscal Year Covered From:  <b>01 / 01 / 2004</b> Through: <b>12 / 31 / 2204</b>
3. Name and address of person filing.  Name <b>John C Panaro, Jr.</b>  P.O. Box, Bldg., Room No., if any  Street <b>63 Suwanee Rd.</b>  City <b>Weymouth</b>  State <b>MA</b> ZIP Code + 4 <b>02189</b>	4. Name, file number, and address of labor organization.  Name <b>Engineers, Operating, AFL-CIO LU4</b>  Labor Organization File Number <b>033-610</b>  P.O. Box, Building and Room Number, if any  Street <b>16 Trotter Drive</b>  City <b>Medway</b>  State <b>MA</b> ZIP Code + 4 <b>02053</b>
5. Position in labor organization.  <b>Vice President - Business Representative</b>	

Enter appropriate data below if, during the past fiscal year, you or your spouse or minor child directly or indirectly had any of the following interests  
(except as specified in the exclusions set forth in the instructions):

A. Held an interest in, engaged in transactions (including loans) with, or derived income or other economic benefit of monetary value from an employer whose employees your organization represents or is actively seeking to represent.	
6. Name and address of Employer (including trade name, if any).  Name  Trade Name, if any:  P.O. Box, Bldg., Room No., if any  Street  City  State ZIP Code + 4	7.a. Nature of Interest Transaction, or Income.          7.b. Amount.

Signature

15. Signature and verification. The undersigned declares, under penalty of Perjury and other applicable penalties of the law, that all of the information submitted in this report (including the information contained in any accompanying documents), has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See the section on penalties in the instructions.)		
Signed <u>John C. Panaro Jr.</u>	On <u>8/11/2005</u> Date	<u>781-337-4434</u> Telephone Number

Name of Person Filing <b>John C. Panaro, Jr.</b>	File Number U-
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B. Held an interest in or derived income or economic benefit with monetary value from a business (1) a substantial part of which consists of buying from, selling or leasing to, or otherwise dealing with the business of an employer whose employees your labor organization represents or is actively seeking to represent, or (2) any part of which consists of buying from or selling or leasing directly or indirectly to, or otherwise dealing with your labor organization or with a trust in which your labor organization is interested.

8. Name and address of Business (including trade name, if any).  Name <b>IUOE Local 4 Health &amp; Welfare, Pension, and Annuity Funds</b> Trade Name, if any:  P.O. Box, Bldg., Room No., if any <b>P. O. Box 345</b>  Street <b>177 Bedford St.</b>  City <b>Lexington</b>  State <b>MA</b> ZIP Code + 4 <b>02420</b>	9. Business deals with:  <input type="checkbox"/> a. Labor Organization <input checked="" type="checkbox"/> b. Trust <input type="checkbox"/> c. Employer
10. If 9.b. or 9.c. is checked give trust or employer's name.  Name <b>Health and Welfare Funds</b> Trade Name, if any:  P.O. Box, Bldg., Room No., if any <b>P. O. Box 345</b>  Street <b>177 Bedford St.</b>  City <b>Lexington</b>  State <b>MA</b> ZIP Code + 4 <b>02420</b>	11.a. Nature of such dealing.  <b>Health &amp; Welfare Trustee working lunch meeting Radisson Hotel, Boston</b>  <hr/> 11.b. Approximate dollar value of such dealing. <b>35.00</b>  12.a. Nature of interest held or income received. <b>Board of Trustee meal 35.00</b> <b>11/2/2004</b>  <hr/> 12.b. Amount. <b>35.00</b>

C. Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value.

13.a. Name and address of Employer or Labor Relations Consultant (including trade name, if any).  Name  Trade Name, if any:  P.O. Box, Bldg., Room No., if any  Street  City  State ZIP Code + 4	14.a. Nature of payment.          
13.b. Is the Business an Employer or Consultant ?	14.b. Amount of payment.

Name of Person Filing <b>John C. Panaro, Jr.</b>	File Number U-
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B. Held an interest in or derived income or economic benefit with monetary value from a business (1) a substantial part of which consists of buying from, selling or leasing to, or otherwise dealing with the business of an employer whose employees your labor organization represents or is actively seeking to represent, or (2) any part of which consists of buying from or selling or leasing directly or indirectly to, or otherwise dealing with your labor organization or with a trust in which your labor organization is interested.

8. Name and address of Business (including trade name, if any).  Name <b>IUOE Local 4 Health &amp; Welfare, Pension, and Annuity Funds</b> Trade Name, if any: _____  P.O. Box, Bldg., Room No., if any <b>P. O. Box 345</b>  Street <b>177 Bedford St.</b>  City <b>Lexington</b>  State <b>MA</b> ZIP Code + 4 <b>02420</b>	9. Business deals with:  <input type="checkbox"/> a. Labor Organization <input checked="" type="checkbox"/> b. Trust <input type="checkbox"/> c. Employer
10. If 9.b. or 9.c. is checked give trust or employer's name.  Name <b>Health and Welfare Funds</b> Trade Name, if any: _____  P.O. Box, Bldg., Room No., if any <b>P. O. Box 345</b>  Street <b>177 Bedford St.</b>  City <b>Lexington</b>  State <b>MA</b> ZIP Code + 4 <b>02420</b>	11.a. Nature of such dealing. <b>IFEBP 2005 Annual Conference/Hawaii</b>  <hr/> 11.b. Approximate dollar value of such dealing. <b>1310.00</b> <hr/> 12.a. Nature of interest held or income received. <b>Registration and Hotel Deposit 10/28/2004</b> <b>1310</b>  <hr/> 12.b. Amount. <b>1310.00</b>

C. Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value.

13.a. Name and address of Employer or Labor Relations Consultant (including trade name, if any).  Name _____ Trade Name, if any: _____  P.O. Box, Bldg., Room No., if any _____  Street _____  City _____  State _____ ZIP Code + 4 _____	14.a. Nature of payment.         
13.b. Is the Business an Employer or Consultant ?	14.b. Amount of payment.

Name of Person Filing <b>John C. Panaro, Jr.</b>	File Number U-
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<p>8. Name and address of Business (including trade name, if any).</p> <p>Name <b>IUOE Local 4 Health &amp; Welfare, Pension, and Annuity Funds</b></p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any <b>P. O. Box 345</b></p> <p>Street <b>177 Bedford St.</b></p> <p>City <b>Lexington</b></p> <p>State <b>MA</b> ZIP Code -- 4 <b>02420</b></p>	<p>9. Business deals with:</p> <p><input type="checkbox"/> a. Labor Organization</p> <p><input checked="" type="checkbox"/> b. Trust</p> <p><input type="checkbox"/> c. Employer</p>
<p>10. If 9.b. or 9.c. is checked give trust or employer's name.</p> <p>Name <b>Health and Welfare Funds</b></p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any <b>P. O. Box 345</b></p> <p>Street <b>177 Bedford St.</b></p> <p>City <b>Lexington</b></p> <p>State <b>MA</b> ZIP Code + 4 <b>02420</b></p>	<p>11.a. Nature of such dealing.</p> <p><b>Mass Mutual, Social Security &amp; Health and Welfare Educational seminar hosted by Fund Office: 10/24/2004 Bangor, ME</b></p> <p>11.b. Approximate dollar value of such dealing. <b>74.00</b></p> <p>12.a. Nature of interest held or income received.</p> <p><b>Overnight accomodation at Ramada Inn, Bangor, ME 74.00</b></p> <p>12.b. Amount. <b>74.00</b></p>

<p>C. Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value.</p>	
<p>13.a. Name and address of Employer or Labor Relations Consultant (including trade name, if any).</p> <p>Name</p> <p>Trade Name, if any:</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State ZIP Code + 4</p>	<p>14.a. Nature of payment.</p>
<p>13.b. Is the Business an Employer or Consultant ?</p>	<p>14.b. Amount of payment.</p>